#### **EEO PUBLIC FILE REPORT**

April 1, 2019 to March 31, 2020

### **II. MASTER LIST OF RECRUITMENT SOURCES**

\*Sources with an asterisk (\*) denote organizations that requested notification of job vacancies

*Source Number	<u>Organization</u>	Contact Person	Mailing/Email Adress	<u>Website</u>	Phone Number	Number of Interviews
COMMU	NITY SOURCES					<u> </u>
1*	*Division of Vocational Rehabilitation	Debra Leffler	1332 NW 53rd St., Lawton, OK 73505 / dleffler@okdrs.gov		800-487-4042	
2*	*Public Private Partnership Office	Shannon Jackson	Bldg. 4700 Mow Way Rd., 3rd Floor, Ft. Sill, Oklahoma 73503 / shannon.s.jackson.ctr@mail.mil		580-558-7101	
3*	*Providence Baptist Church of Burkburnett	Pastor Carl E. English Sr.	PO Box 427, Burkburnett, TX 76354 / ceenglishsr@yahoo.com		940-569- 1231/fax: 940- 569-8101	
5	KAUZ (website) Midwestern State University	Stephanie Sullivan		newschannel6now.com https://app.joinhandshake.com		
6	Texas Workforce Commission	Judy Morgan/John W. Ater, II	judy.morgan@ntxworksolutions.org/ john.ater@ntxworksolutions.org			
7	Workforce Solutions of North Texas	John W. Ater, II	4309 Old Jacksboro Hwy. Ste. 300, Wichita Falls, TX 76302 / john.ater@ntxworksolutions.org		940-322-1801	
ADDITIO	NAL SOURCES					
8	Arizona State University	university career center employee university career		https://app.joinhandshake.com		
9	University of Arizona Baylor University	center employee Kenneth Buckley		https://app.joinhandshake.com https://app.joinhandshake.com		
11	Colorado State University	university career center employee university career		https://app.joinhandshake.com		
12	Concordia University	center employee university career		https://app.joinhandshake.com		-
13 14	Dallas Baptist University University of Illinois at Urbana-Champaign	center employee university career center employee		https://app.joinhandshake.com		
15 16	Job/Career Fairs Linkedin			<u>linkedin.com</u>		9 2
17	Oklahoma Christian University Oklahoma State	university career center employee university career		https://app.joinhandshake.com		
18	University The University of	center employee		https://app.joinhandshake.com		
	University of Missouri -	Kim Sherbon university career		https://app.joinhandshake.com		-
20 21	Columbia University of North Texas	center employee Tammy Van Der Leest	· .	https://app.joinhandshake.com https://app.joinhandshake.com		2

	University of North Texas	-university career		7		1
22	Dallas	center employee	1	https://app.joinhandshake.com		
	Rawls College of	1 1		Treepony, app.,jonmandonare.com		<del></del>
	Business - Texas Tech	university career				
23	University	center employee		https://app.joinhandshake.com		
				ittps://app.jonmandsnake.com		
		Employees, Clients				
24	Referrals	Vendors, etc.				10
	Southern Methodist	university career				16
25	University	center employee		https://app.joinhandshake.com		
	Stephen F. Austin State	university career		Inteps.//app.joilinandshake.com		
26	University	center employee		https://app.joinhandshake.com		
		- Contor Chipioyee	`	ittps://app.joiimandsnake.com		
27	Tarleton State University	Timber Allenbrand		harman / /amar taka haran kalan k		
21	Texas A&M University -	university career		https://app.joinhandshake.com		
28	Corpus Christi	center employee				
20	Texas A&M University -	university career		https://app.joinhandshake.com		
	Commerce					
29		center employee		https://app.joinhandshake.com		
l	Texas Association of					
30	Broadcasters			_tab.org		
31	Texas State University	Zoe Jackson		https://app.joinhandshake.com		
		university career				
32	Texas Tech University	center employee		https://app.joinhandshake.com		
	Texas Women's					
33	University	Julie Way		https://app.joinhandshake.com		
	The University of Texas -	university career				
34	Austin	center employee		https://app.joinhandshake.com		
	The University of Texas at	university career				
35	San Antonio	center employee		https://app.joinhandshake.com		
		university career		The post of a post of the later		
36	Valsparaiso University	center employee		https://app.joinhandshake.com		
			Broadcast Employment Services/PO	ntcps.//app.joinnandsnake.com		***************************************
			Box 4116/Oceanside, CA			
37	TVJobs.com		92052/info@tvjobs.com	huiaha aana	800-374-0119	
	Walk-ins		02002/1110@(4)003:00111	tvjobs.com	000-374-0119	1
38	West Texas A&M			4		
00		Kina Marthan		1		
39	University	Kim Muller		https://app.joinhandshake.com		
40	Oral Dahama University	university career				
40	Oral Roberts University	center employee		https://app.joinhandshake.com		
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### I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	DC Defension Title
News Specialist		RS Referring Hiree
	1-7,10,13,19,21,26,27,30,31,33,37,39	24
Reporter/MMJ	1-7, 9,10,15,17,20,21,25,30,37	15
Account Executive	1,2,4,6,7,10,13,19,21,23,24,26-29,30,31,33,39	24
Account Executive	1-4,6,7,24,30,37	24
Reporter/MMJ	1-7, 9,10,17,20,21,24,25,30,37	24
Digital Content Producer	1-7,10,13,17,19,21,24,25,30,31,33,34,37	24
News Specialist	1-7,10,13,19,21,22,24,25,30,31,33,37	24
News Specialist	1-7,13,15,19,21,22,25-27,31,34,37,39	15
Reporter/MMJ	1-7,9,11-14,19,20-22,25,29,31,33-37,39,40	24
Producer	1-7,13,19,21,25,30,31,33,34,37	21
Digital Sales Manager	1-7,10,13,19,21,23,26-29,30,31,33-35,37,39	24
		·

### EEO PUBLIC FILE REPORT

April 1, 2019 to March 31, 2020

Date(s) of Initiative Event(s): Ongoing	
Describe Nature of Initiative:	
Career & Job Fairs	
organizations):	uding names of any other sponsoring or participating
Collected resumes and talked with prospective job a American Spirit Media.	and/or internship candidates about careers with
Workforce Solutions Christmas in July Job Fair (7/2 Midwestern State University "Careers in Business"	– Fall 2019 (10/16/19)
2019 Hiring Red, White and You! Veterans Job Fair	r – (11/07/19)
Names of Station Personnel involved in Initiative:	
Business Office Manager, EEO Coordinator	
General Manager/General Sales Manager	
Digital Sales Manager	
Local Sales Manager	

### EEO PUBLIC FILE REPORT

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Date(s) of Initiative Event(s): Feb. 11 & 12, 2020
Describe Nature of Initiative:
General Manager Training and Local Sales Manager training designed to give employees skills necessary to advance in their careers.
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
Training sessions for General Managers and Local Sales Managers covering a wide variety of tops including, but not limited to the following:  • Recruitment and retention
Recruitment and retention     Digital
• Sales
Names of Station Personnel involved in Initiative:
General Manager
Local Sales Manager

## EEO PUBLIC FILE REPORT

April 1, 2019 to March 31, 2020

Date(s) of Initiative Event(s): Ongoing	
Describe Nature of Initiative:	
Various trainings and seminars designed to give employees necessary	y skills to advance in their careers
Describe Scope of Broadcasters' Participation (including names of any organizations):	
Training sessions/Workshop for news staff covering a wide variety of	f tops related to their jobs
10/05/19 News Leadership Workshop 11/16/19 TAB Southwest Newsroom Workshop	
01/11/20 TAB "Covering the 2020 Elections" Workshop	
Names of Station Personnel involved in Initiative:	
Reporters Producers	
News management	

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Date(s) of Initiative Event(s): February 26, 2020	
Describe Nature of Initiative	
Describe Nature of Initiative:  Participated at the Dillard College of Business Administration Business	as Etiquatta Saminar/Dinnar at
Midwestern State University. It provides student with the opportunity	
their "soft skills" through interaction with area business leaders.	to interact as well as sharpen
distribution with a capture of the c	
Describe Scope of Broadcasters' Participation (including names of any organizations):	y other sponsoring or participating
Sponsored a table and participated in the event.	
Names of Station Personnel involved in Initiative:	
Digital Sales Manager	
Local Sales Manager	en e

## EEO PUBLIC FILE REPORT

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Date(s) of Initiative Event(s): ongoing
Describe Nature of Initiative:
Station run promotions and PSAs informing the viewing audience of careers with KAUZ as well as invite organizations to let us know if they would like to receive notifications of KAUZ job postings.
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
Promotions and PSA
"KAUZ is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. We encourage qualified community organizations to become part of our full-time job opportunity notification mailing list. If your organization distributes job information and can provide referrals as part of your regular activity, we would like to hear from you. Send your request to: <a href="mailto:EEO@kauz.com">EEO@kauz.com</a> , that's <a href="mailto:EEO@kauz.com">EEO@kauz.com</a> ."
Names of Station Personnel involved in Initiative:
EEO Coordinator
General Manager

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s):	ngoing		-
Describe Nature of Initiative:			
Speaking events and appearances by K related to employment in the broadcast		ned to inform audien	ces of possibilities
Describe Scope of Broadcasters' Partic organizations):	ipation (including nam	es of any other spon	soring or participating
03/09/19 Region 9 Spelling Bee	, , ,		
04/13/19 Zavala Hispanic Leadership Band 04/04/19 WFISD Principal for a Day	<sub>l</sub> uet		
05/03/19 Ladonna Place Weather Talk			
05/07/19 WFISD Partners in Education Ba			
06/23/29 Boy Scout Weather Merit Badge			
06/28/19 Wichita Falls Leadership Banque 09/05/19 Oklahoma State University Sport			
10/03/19 Oktaholila State Oliversity Sport	s Media Club taik		
10/05/19 Zavala Latin Festival			
10/19/19 Fall Festival Food Drive			
10/23/19 City View Homecoming Parade			
10/23/19 Safe Kids Halloween 11/02/19 Los Muertos Festival			
11/02/19 Los Muertos Pestival 11/22/19 News Channel 6 Turkey Drive			
11/23/19 City Lights Parade			
01/09/20 Impact 100 Board Meeting			
01/18/20 Arts Council Karnevale			
01/21/20 Milam Elementary Spelling Bee			
01/24/20 Christ Academy Chocolate Soiree	•		
03/13/20 Impact 100			

Names of Station Personnel involved in Initiative:

Various news and weather talent

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Date(s) of Initiative Event(s): ongoing
Describe Nature of Initiative:
Station provides tours to area schools and community organizations showing the operations of a broadcast station. Participants listen to and interact with station personnel on the various jobs involved in running a station.
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):  April 26, 2019 – Midwestern State University Texas Intro to Mass Communication class May 01, 2019 – WFISD Youth Leadership "In the News Day" October 18, 2019 – Midwestern State University Texas Intro to Mass Communication class February 20, 2020 – Waurika ISD High School March 6, 2020 – Midwestern State University Texas AITP chapter
Names of Station Personnel involved in Initiative:
Various station personnel.